

It's time to care about time!

A manifesto presented to the

9th leave network seminar

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Job share prime ministers for the

Anglo-Flemish Confederation

Government

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Anglo-Flemish leave for parents

- ✓ Maternity leave as a health and welfare measure: 20 weeks
- ✓ Parental leave as a care measure: 4 months for fathers, 4 months for mothers, 4 months for family
- ✓ Leave to care for sick children: 120 days/child upto 12 years
- ✓ Paid @ 80% of earnings up to ceiling
- ✂ But cut Paternity leave...use Parental leave

But we need to go further – beyond leave for parents!

Need for a bolder, ***life course approach*** to time policies for inter-connected economic, political and social reasons:

- Environmental sustainability...A new economy not based on growth and consumerism...
Renewing democracy
- Individual and family well-being...Gender equality...Lengthening working life...The emerging crisis of care

New Economic Foundation

The Great Transition

Clear steps towards an economy that works for
people and the planet

‘Distributing increased time to spend with family (caring or just being together), friends or in leisure pursuits creates more space for individual well-being to flourish, as well as for more community engagement and so the advancement of social cohesion and the growth of the core economy.’

21 Hours

Why a shorter working week can help us to flourish in the 21st century

How a 'normal' working week of 21 hours could help address a range of urgent, interlinked problems: overwork, over consumption, high carbon emissions, low well-being, entrenched inequalities, the lack of time to live sustainably, to care for each other, and simply to enjoy life.

Sustainable Development Commission

Prosperity without growth

'...the continued pursuit of economic growth (beyond a certain point at least) does not appear to advance and may even impede human happiness...

Prosperity has vital social and psychological dimensions. To do well is in part about the ability to give and receive love, to enjoy the respect of your peers, to contribute useful work, and to have a sense of belonging and trust in the community. In short, an important component of prosperity is the ability to participate freely in the life of society...

In a declining or non-increasing economy, working time policies are essential for two main reasons: 1) to achieve macro-economic stability; 2) to protect people's jobs and livelihoods. But in addition, reduced working hours can increase flourishing by improving work-life balance.'

A High Level Commission on Time and Well-being

Task: to advice on development and implementation of a life course approach

Composition: Commission + Working Groups...
Secretariat...commission reviews & research,
hold hearings and take evidence

Aim: to involve experts from many fields including: children's rights, economics, education, employment, environment, equality, social pedagogy...citizens of all ages

A High Level Commission on Time and Well-being

To report within two year on:

- 1. A 'life course time capital' policy** to increase opportunities to take leave over working life for many purposes
- 2. A working hours policy** including more flexible working hours and reducing normal working hours

A High Level Commission on Time and Well-being will...

Review existing innovative lifecourse and working time policies, esp. Belgian time credit

Examine design issues: payment and funding; eligibility; flexibility; gender equality; if incentives for some purposes, e.g. care of adults; relationship between parental leave, time capital and working hours policies

Consider the respective roles of compulsion (e.g. tighter Working Time Directives, tax long working hours) and persuasion/inducement

Evaluation and targets

- Evaluation essential...are time policies doing what they claim? Are they working for all citizens? Are they reducing or increasing inequality?
- HLCTW and National Statistics Office to review existing database and develop database to enable ongoing, comprehensive and detailed evaluation of policies

Evaluation and Targets

- HLCTW to propose targets for take up of leave AND other time policies over 5 & 10 years
- To include men's share of caring – both leave AND services

Step 1 today!

Men as 20% of carers in formal services by 2017...40% by 2022

+

Men to take 20% of all parental leave days by 2017...and 40% by 2022